




Postdoc All Hands Meeting

Don DePaolo, ESD Director
B50-Auditorium
February 23, 2011




Lawrence Berkeley National Laboratory • Earth Sciences Division
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Agenda / Outline

- Our “Postdoc Initiative”
- Meet the Advisors
- ES Division Organization Structure and Roles
- DOE structure and funding patterns
- How We Can Help You Network
- Open Discussion



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What are we trying to do?

- *Make LBNL/ESD a great place to work*
- *Enhance your postdoc experience*
- *Provide continuing education and career development opportunities*
- *Empower you as major new employee group*
- *Address comments and feedback raised during*
 - the Director's Review of ESD in March 2010
 - the LBNL-organized workplace climate surveys
- *Respond to the growth of our ESD postdoc community*



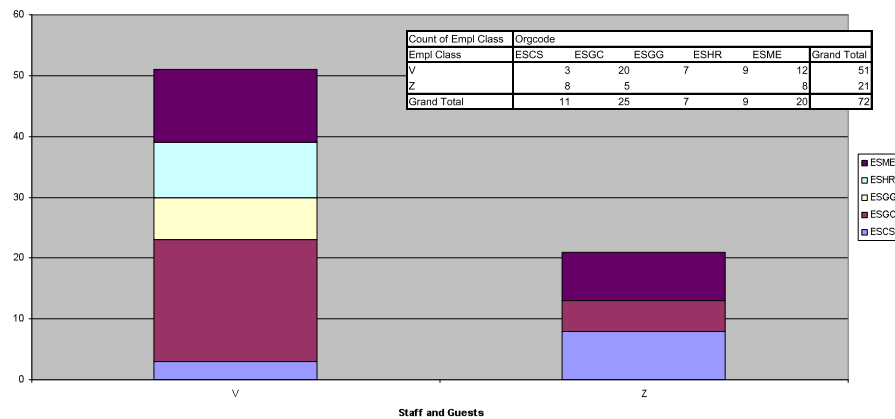
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Postdoc Profile by Department

ESD Postdoc Profile by Department



- September 2009, only about 8 postdoc staff;
today we have 51 staff and 21 guests



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4

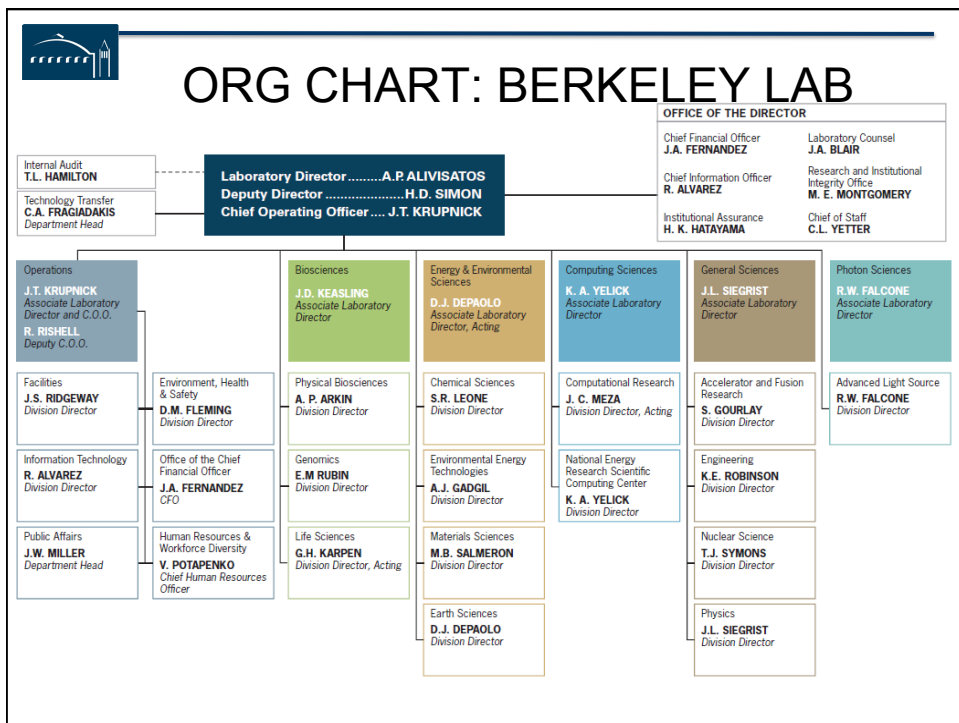


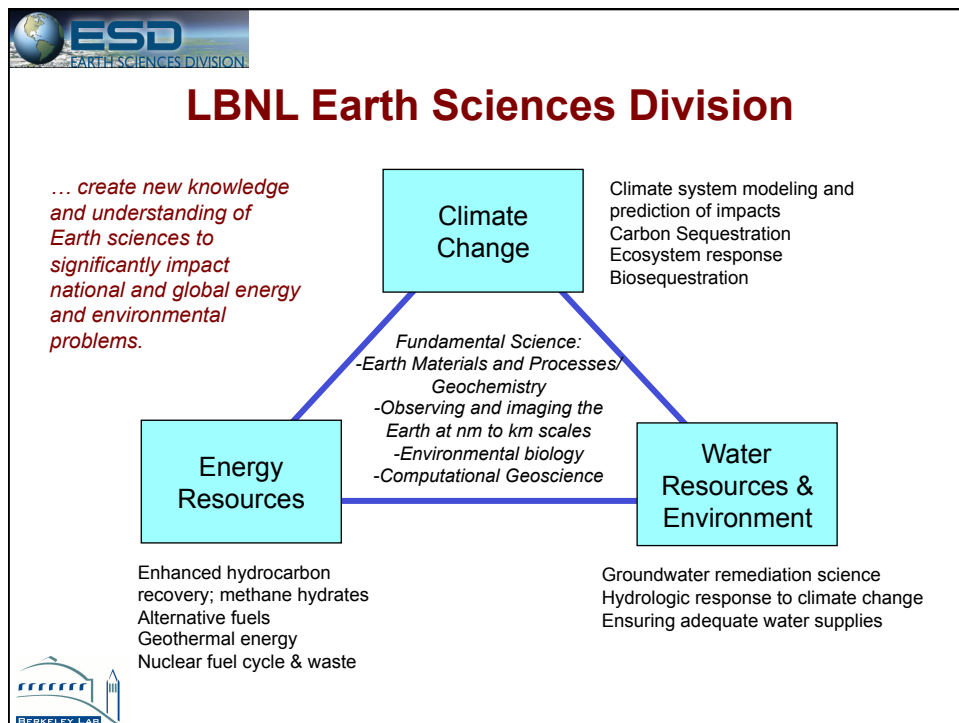
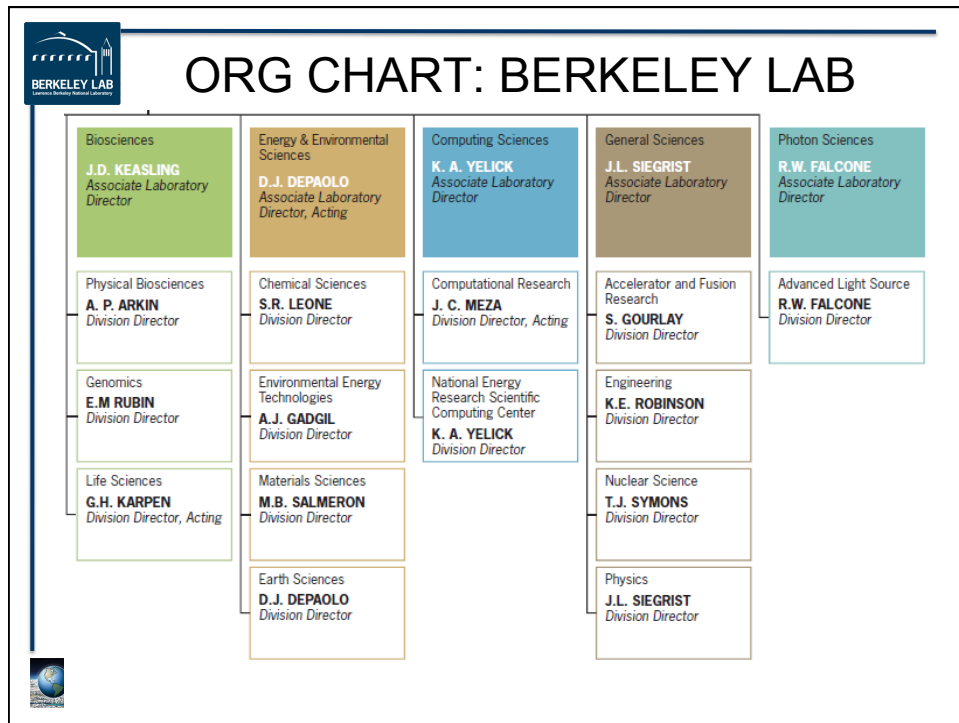
Meet the Advisors for ESD Postdocs

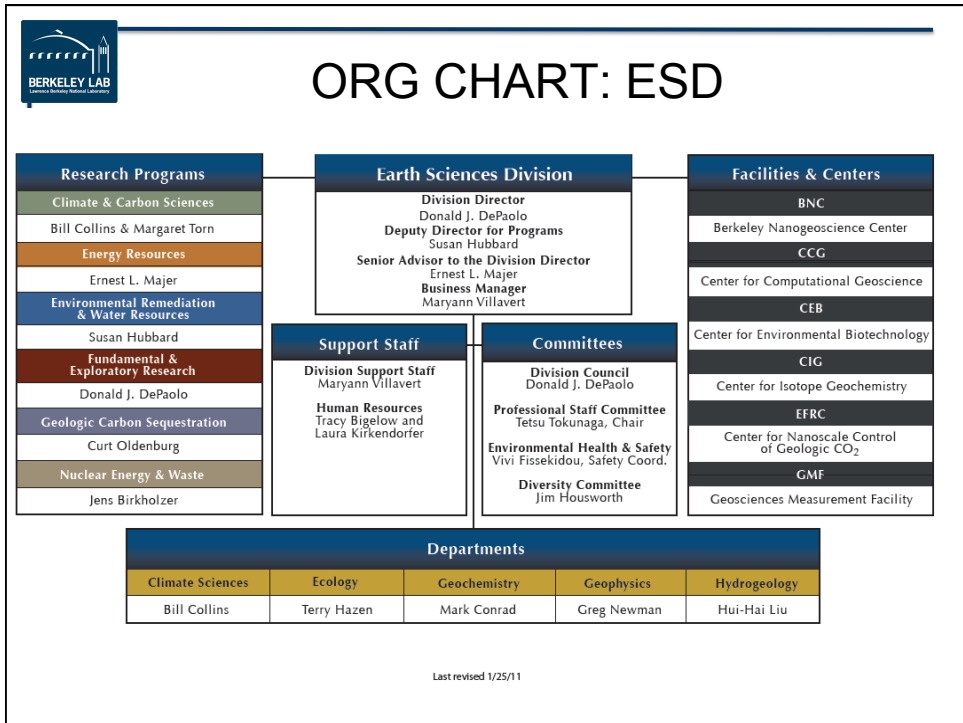
Points of contact

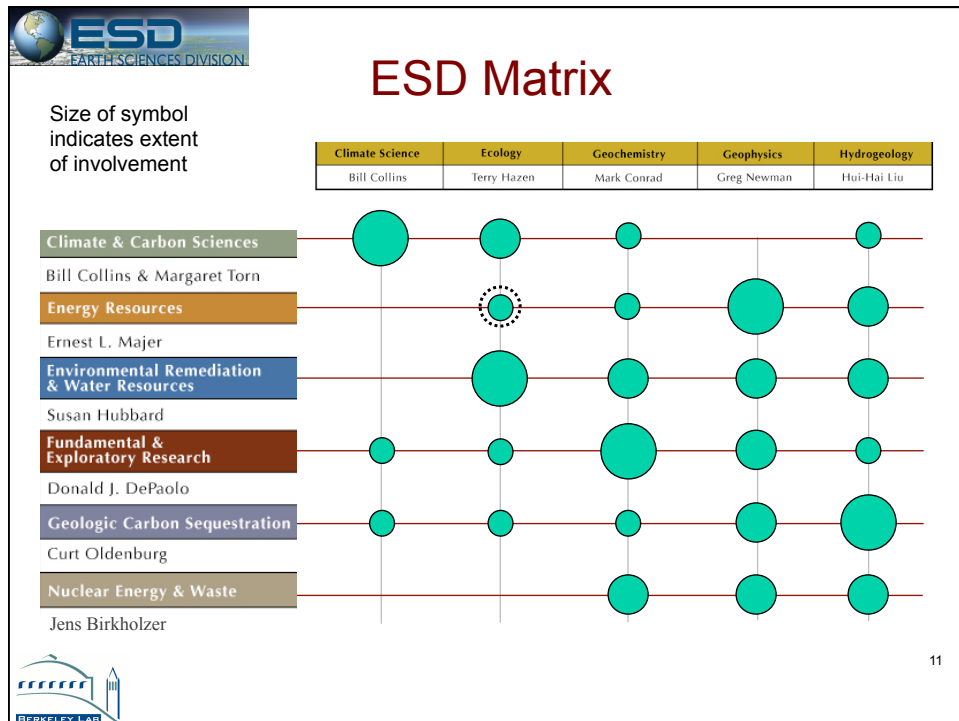
Role	Contact
Advisors	Jim Davis (Geochemistry, Sr. Scientist) David Romps (Climate Science, Faculty Scientist)
Division Director	Don DePaolo
Initiative Coordinator	Maryann Villavert, Business Manager
Human Resources Sr. Partner	Laura Kirkendorfer


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ESD
EARTH SCIENCES DIVISION

The Department of Energy's overarching mission is to advance the national, economic, and energy security of the United States; to promote scientific and technological innovation in support of that mission; and to ensure the environmental cleanup of the national nuclear weapons complex.

The Department's strategic goals to achieve the mission are designed to deliver results along five strategic themes:

- 1. Energy Security:** Promoting America's energy security through reliable, clean, and affordable energy
- 2. Nuclear Security:** Ensuring America's nuclear security
- 3. Scientific Discovery and Innovation:** Strengthening U.S. scientific discovery, economic competitiveness, and improving quality of life through innovations in science and technology
- 4. Environmental Responsibility:** Protecting the environment by providing a responsible resolution to the environmental legacy of nuclear weapons production
- 5. Management Excellence:** Enabling the mission through sound management

BERKELEY LAB



What is a National Laboratory?

In the overall U.S. constellation of federally sponsored research, the National laboratories are intended to have special roles; they*:

1. Support large-scale research efforts that require significant capital expenditures, unique scientific facilities, and specialized staffing
2. Conduct classified research of a sensitive nature
3. Perform research that is needed to fulfill the missions, and support the regulatory functions, of specific federal agencies
4. Manage long-term research programs

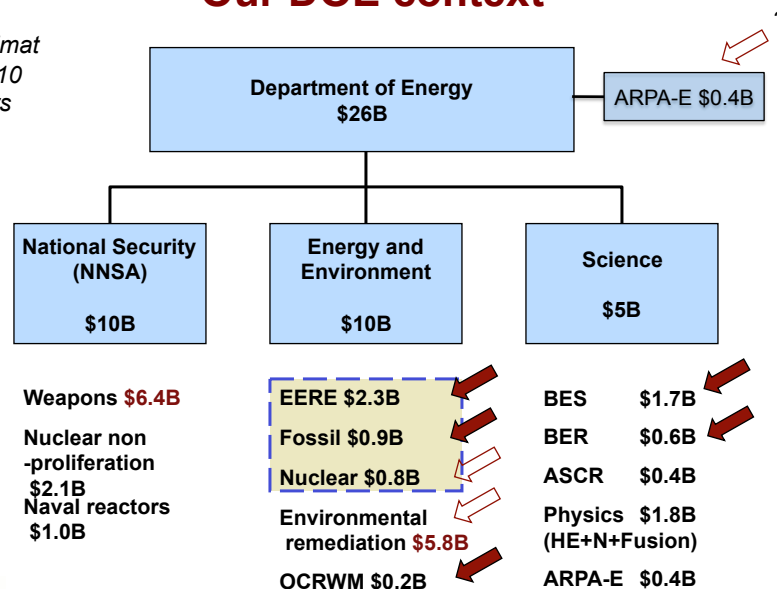
* National Science Board (2006) quoted in Neal et al. (2008)

Many DOE programs moved away from this paradigm and treated national lab scientists as individual investigators, like University faculty; now they are moving back to a larger project / team science / lab managed approach

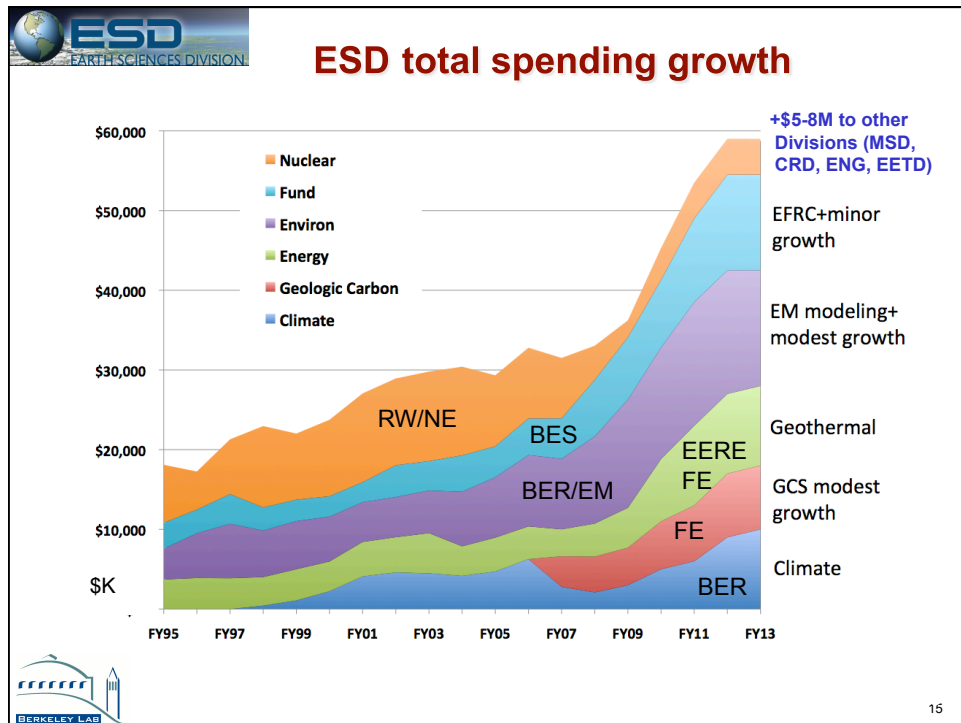


Our DOE context

Approximate
FY2010
numbers



14



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LBLN Initiatives

Strategic Directions to Advance DOE's Missions

- **Soft X-Ray Science (Next Generation Light Source)**
- **Energy and the Environment (Carbon Cycle 2.0)**
- **Computational Science (Green computing)**
- **High-Energy, Nuclear, and Particle Astro- Physics**
- **Life Sciences for Energy Research**

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Recent ESD Initiatives

- CO₂ Sequestration
 - WestCarb Phase III (ESD)
 - National Risk Assessment Program (NRAP) (ESD)
 - Biosequestration (and ecogenomics) (w/PBD, JGI)
- Climate Modeling & Carbon Res. (w/CRD, EETD)
- Bioenergy
 - Energy Biosciences Institute (EBI) (w/campus)
 - Joint BioEnergy Institute (JBEI) (w/PBD)
- Advanced Scientific Computing for Environmental management (ASCEM) (w/CRD)
- Enhanced Geothermal Systems (ESD)
- Energy Frontier Research Center (w/MSD, CRD)



17



Examples of Team Science structure

Biological and Environmental Research Division SFA's

- Roughly 20 individual ESD PI projects rolled into one \$4.5M/yr team project in Subsurface Science
- ESD (+EETD & CRD) Climate science projects to be rolled into 3 or 4 SFA's (total ca. \$5M)

Basic Energy Sciences Cluster Proposals

- 20 individual projects rolled into 3 cluster projects (total \$4.5M)

BES Energy Frontier Research Center

- \$4M/yr team research effort (17 subprojects)

Environmental Management ASCEM project

- Multi-lab/multi-investigator project; may be \$20M/yr

Bioenergy Centers (JBEI)

- \$25M/yr team research effort

National Risk Assessment Partnership (NRAP)

- Multi-lab/multi-investigator project; may be \$20M/yr





Implications of Team Science structure

Staffing of Teams is left largely to the Lab

- Younger scientists can be included as appropriate
- Easier to plan due to longer-term of funding (typically 5 yr)

Some loss of flexibility in research direction

- Project success is evaluated on degree to which initial objectives and goals are met; less incentive to change direction

Change in internal metrics for Performance evaluation

- Ability to secure funding was a useful discriminator for advancement to Staff and Senior Scientist levels

Early Career scientists may find it more difficult to establish independence

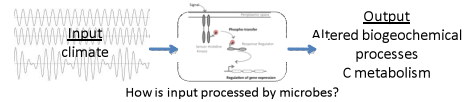
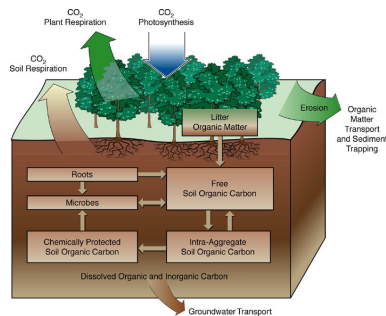


New (developing) Initiative: LBNL Center for Integrated Soil Systems Biology



Question: How much carbon can the terrestrial ecosystem hold over next 200 yr?

- Requires a mechanistic understanding of biosphere response and the stability and flux of soil carbon under changing environmental conditions.



What is the impact on molecular mechanisms and microbial communities to a variety of changing environmental conditions (freeze vs. thaw? Wet vs. drought?) and how does that impact carbon cycling?



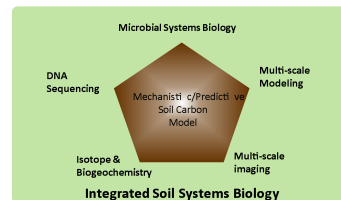
LBNL Cross-cutting initiative & CC2.0 relevant

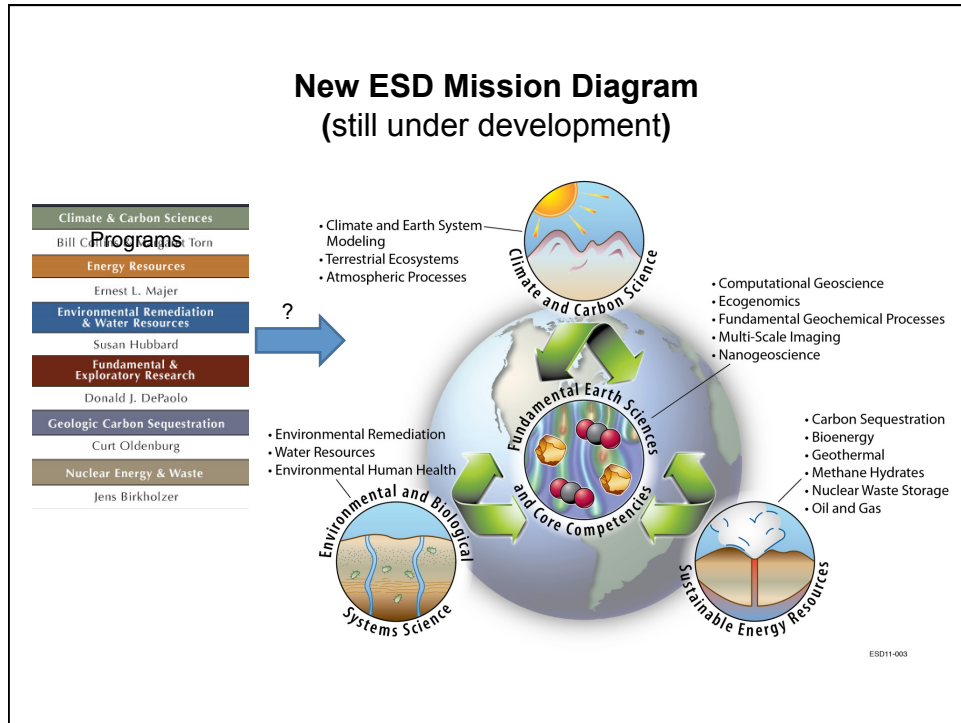


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EARTH SCIENCES DIVISION
Physical Biosciences Division

LIFE SCIENCES
DIVISION

JGI
DOE JOINT GENOME INSTITUTE
AN OFFICE OF SCIENCE PROGRAM





Meet the Advisors for ESD Postdocs

Points of contact

Role	Contact
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Networking: Resources and actions you can take

- About > Staff > postdocs.html web page
- CV/Staff web pages
- Esd.lbl.gov and LinkedIn
- Seminar Series
- Tell us about yourself



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About > Staff > postdocs.html

Earth Sciences Division Postdocs

Postdoctoral training in the Earth Sciences Division is a vital part of obtaining the appropriate experience to advance to a career as a scientific professional within Berkeley Lab or other academic institutions and in industry. ESD postdocs are a significant component of the scientific community at Berkeley Lab, and the position offers opportunities to undertake scholarly research, interact with career scientists in many areas of expertise, and develop supervisory skills through training students. Other activities that provide excellent experience for career advancement include assisting in organizing scientific meetings and volunteering for committees. In 2009, ESD started to see the postdoc community grow and anticipates a total number of 80 postdoc hires (not including guests) by 2012. See all of our current [ESD postdoc staff and guest roster](#) in the table below.

More information about postdocs at Berkeley Lab (meet a postdoc video series, the postdoc climate survey, workshops and seminars, and external job postings) can be found on the [Berkeley Lab Postdoc Website](#).

In addition, the following is a list of resources for the postdoc community within ESD and Berkeley Lab.

- [Career Opportunities within ESD](#)
- [Employee/Career Development and Training](#)
- [Junior Staff Science Discussion Groups](#)
- [Mentorship](#)
- [Postdoc Staff Directory](#)
- [Fellowships at Berkeley Lab](#)

Postdoc Staff Directory Listing

Networking with other post-docs is also a critical activity while at Berkeley Lab, and the purpose of this page is to provide the information needed to make that as easy as possible.

Staff Directory Summary

- 72 staff and guests
- Last Updated: 2011-02-01
- ** Indicates that the staff member holds supervisory and work lead responsibilities. [View all ESD work leads on our EHS webpages.](#)

Photo by Roy Kaltschmitt
Terry Hazen and summer student Elizabeth Padilla

New web page resource for postdocs

Includes:

1. **Postdoc Staff Directory**
2. Direct link to ESD's **current job openings**
3. Links to organized Employee/Career Development and **Training** throughout LBNL
4. Contact information for Junior Staff Science **Discussion Groups**
5. Links/information about LBNL sponsored **fellowships**

<http://esd.lbl.gov/about/staff/postdocs.html>



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About > Staff > postdocs.html

Name	Department	Category	Bldg.	Rm.	Mail Stop	Phone
Al-Shahia Email	Geochemistry Department	Postdoc Fellows	070A	2210	70A4410	(510) 486-7991
Andre, Benjamin Email	Geochemistry Department	Postdoc Fellows	090	2230	90-1116	(510) 486-4017
Aurilio, Clay Email	Geophysics Department	Postdoc Fellows	064	0211	64R0121	(510) 495-2046
Bakum, Jacob Email	Ecology Department	Guest Postdocs	070A	3317D	70A-3317	(510) 486-7487
Brown, Nicholas J. Email	Ecology Department	Postdoc Fellows	070A	2245B	70A3317	(510) 486-7480
Bryd, Lauren Email	Geochemistry Department	Guest Postdocs	090	1070	90-1116	(510) 486-4181
Castillo, Cindy, Josephine Email	Geochemistry Department	Postdoc Fellows	070	0150	90R1116	(510) 424-4480
Cela, Nazam, Javier Arturo Email	Ecology Department	Guest Postdocs	070A	2245	70A-3317	(510) 486-6584
Chen, Liang Email	Ecology Department	Postdoc Fellows	070A	2275	70A3317	(510) 486-7094
Cihan, Abdullah Email	Hydrogeology Department	Postdoc Fellows	090	2005	90-1116	(510) 495-2987
Davis, Damien Email	Geochemistry Department	Postdoc Fellows	090	20020	90-1116	(510) 486-7975
Davis, Maude M. Email	Ecology Department	Postdoc Fellows	070A	3317	70A3317	(510) 486-6154
DeAngelis, Kristen Website Email	Ecology Department	Postdoc Fellows	070A	3317B	70A-3317	(510) 486-5246
DiVito, Alan V. Email	Climate Sciences Department	Postdoc Fellows	050	403BN	50A4037	(510) 486-7798

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CV/Staff Web Pages on esd.lbl.gov

Postdoc Staff Directory Listing

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Staff Directory Summary

- 4 staff and guests
- Last Updated: 2011-02-01
- * indicates that the staff member holds supervisory and work lead responsibilities. [View all ESD work leads on our EHS webpages.](#)
- Jump to: [D](#) [E](#) [H](#) [W](#)

Name	Department	Category	Bldg.	Rm.	Mail Stop	Phone
DeAngelis, Kristen Website Email	Ecology Department	Postdoc Fellows	070A	3317B	70A-3317	(510) 486-5246
Fernandez, Martinez, Alejandro Website Email	Geochemistry Department	Postdoc Fellows	090	2237	90R1116	(510) 486-7624
Han, Ruoyang Website Email	Ecology Department	Postdoc Fellows	070A	2245B	70A-3317	(510) 486-5095
Wu, Cindy H. Website Email	Ecology Department	Postdoc Fellows	070A	2212	70A3317	(510) 486-4584

All ESD staff are encouraged to prepare a staff page.

Resource is supported by the Division.

Content Management System is available for self-updates (training will be provided).

Provide an updated CV to esdwebmaster@lbl.gov and page will be updated with basic structure.

Provide a URL where current CV resides a link will be redirected.

Maintain a consistent look and feel.



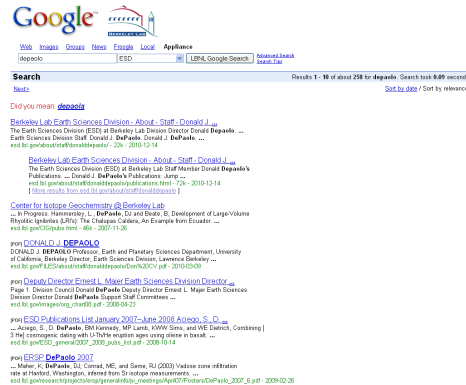
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Esd.lbl.gov and LinkedIn

- Using both will help to get your name out there in search engines
 - Are you number 1?
- Make sure to be consistent with use of you name in publications or any information that may refer to you
 - Benefits for understanding this
- Use referring links to increase search results
- Know what not to write...



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Esd.lbl.gov and LinkedIn

- Esd.lbl.gov is hosted by LBNL/ESD
- Content exists while personnel are employed
- Content can be transferred to another host organization
- LinkedIn is external to LBNL, content is hosted at LinkedIn
 - It is a type of social network
- Content exists until user decides to delete account
- “Transfer” of content is not needed, just update your information when you change jobs



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Esd.lbl.gov and LinkedIn

- **ESD POSTDOC WEBSITE**
 - <http://esd.lbl.gov/about/staff/postdocs.html>
- **Look forward to:**
 - A Content Management System (CMS) training that will show users how to
 - create their own Staff/CV pages,
 - discuss the importance of leveraging cross linkages to gain better search results,
 - opportunities for networking by utilizing LinkedIn or other social networking tools



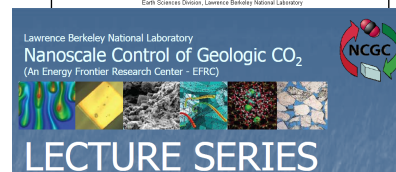
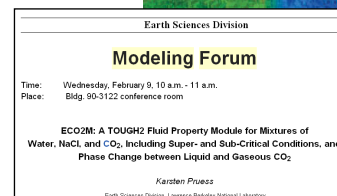
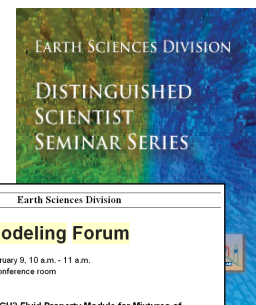
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Hosting a Seminar Series

- Seminars are for disseminating information / exchanging results through reports and discussions
- Organizational leader
 - Attracting an audience
 - Funding request /budget
 - Format and structure



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Tell us about yourself!

- We want to hear from you about
 - News and events
 - Awards
 - Publications
- Send an email to esdwebmaster@lbl.gov
- Stories/Posts will be coordinated to appear on-line in various news resources as applicable
 - Esd.lbl.gov (News and Events blog)
 - Today at Berkeley Lab (TABL)
 - LBNL News Center



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Discussion / Q & A?

What's on your mind?



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